

K Y]b ghY]b!Dfc nYgg. ; YgdU`hYbYg`l fhY]` gc f[h`ZØf` \]hn][Y`8 YV UhhY`

8 Yf`< Ufj Ym!K Y]b ghY]b!Dfc nYgg`YbXYh`a]h`Y]bYa
[YgdU`hYbYb`l fhY]`ž`VY`UghYbXYb`5i ggU[Yb`i bX`Y]bYa
[Yd`UbhYb`bYi Yb`J YfZU`fYb"



BYk`Mcf`_ž`i G5`!`8Yf`Dfc nYgg`[Y[Yb`XYb`Y`Ya U`][Yb`<c`mk ccX!
DfcXi nYbhYb`<Ufj Ym!K Y]b ghY]b`YbXYh`j cf`k Yb][Yb`HU[Yb`a]h
Y]bYa` [YgdU`hYbYb`l fhY]`i bX`ni bY`a YbX`Ub[YgdUbbhYf
5ha cgd`ĀfY`i bhYf`XYb`š fcFYb`"8]Y`š fm`_cbbhY`g]W`]b`Y]bYa
5b`_U[Ydi b`_h`k Y[Yb`J Yf[Yk U`h][i b[`b]W`h`Y]b][Ybž`k Ā`fYbX`g]Y
<Ufj Ym!K Y]b ghY]b`]b`nk Y]`k Y]hYfYb`Di b`_hYb`ZØf`gW`i`X][`VYZU`bXž
gW`k YfY`GYI i U`j YfVfYW`Yb`Ub`Y]bYf`i fUi`VY[Ub[Yb`ni` \`UVYb`"Ě
Y]bYa`k Y]hYfYb`5b`_U[Ydi b`_hž`XYf`Y]bY`nk Y]hY`i fUi`VYhfUž
k i fXY`Yf`YXcW`ZØf`b]W`h`gW`i`X][`VYZ`bXYb`", VYf`X]Y` \]hn][Yb
6YfUhi b[Yb`VYf]W`hYhY`XYf`š fm`J c fghY`Yf`j cb`6YXfc`i b[Ybž`X]Y
ni`gY]bYf`K Y][Yfi b[`ZØ`fhYbž`k Y]hYf`]b`ni`VYfU`hYb`"F]W`hYf
7i fh]g`i: UfVYf`a Yf`_hY`Ubž`XUgg`X]Y`8]g`_i gg]cbYb`]bbYf`U`V`XYf
š fm`]bhYbg]j`i bX`_cbZ]`_hVY`UXYb`k UfYb"

8 Ug`GhfUZa U»`Z0f`K Y]bghY]bžXYf`VYfY]hg`&\$&`]b`?U`]Zc`fb]Yb`ni
%*`>\fYb`<UZhj Yfi fhY]`h`k i fXYž`k]fX`ni`Y]bYa`gd`ÀhYfYb
NY]hdi b`_hj Yf_0bXYh"8]Y`GhUUhgUbk U`hgW`XUZh`d`Ubhž`XYb
i a`ghf]hhYbYb`J Yf[Yk U`h][i b[gUb`_U[Ydi b`_h`YfbYi`h`Ui`Zni`fc`Ybž
i bX`Y]b` ; Yf]W`hgYfa`]b`ni`f`6YfUhi`b[`k i fXY`Z0f`XYb`&`" `đ`]
ZYgh[Y`Y[h"8Yf`bYi`Y`DfcnYggž`XYf`Yhk`U`gYW`g`K`c`W`Yb`XUi`YfhYž
gh0hnhY`g]W`Ui`Z`X]Y`5i`ggU[Yb`j`cb`XfY]:`fUi`Ybž`j`cb`XYbYb`nk`Y]
VYfY]hg`ja`YfghYb`DfcnYgg`Ui`g[YgU[h`\UhhYb"

5i`ggU[Yb`i`bX`6Yk`Y]gY

6YgcbXYfYg`5i`[Yba`Yf`_`U[`Ui`Z`XYf`5i`ggU[Y`j`cb`>gg]WU`A`Ubbž
Y]bYf`XYf`5b`_`À[Yf]bbYbž`XYfYb`5i`ggU[Yb`X]Y`↑`f]gh]gW`Yb
6YfUhi`b[Yb`df`À[hYb" `A`Ubb`VY`U`i`dhYhž`XUgg`K`Y]bghY]b`g]Y`ja
>\f`&\$%` `j`Yf[Yk U`h][h`\Uhž`k`c`VY]`g]Y`Ub[]Vhž`Y]bY
Y]bj`YfbY`a` `]W`Y`6Yn]Y`i`b[`a`]h]`a` `[YZ0`fh`ni` `U`VYb" `>`fY
J`YfhY]X][i b[`Uf[i`a`Yb]Yfhž`XUgg`A`Ubb`h`f`c`h`n`X`Y`f`Y`f`]hhYbYb
J`Yf`Y`hni`b[Yb`k`Y]hYf`Y]b`?`cb`hU`_`h`ni` `K`Y]bghY]b`gi`W`hY`i`bX`]`a
Y]b`UXYbXY`B`UW`f]W`hYb`g`W`]W`_`hY" `G]Y`gY`V`gh`Yf`_`À`fhYž`XUgg`g]Y
XYb`Ya`ch]cb`U`Yb`G`W`a`Yfnž`XYb`Yf`]\`f`ni`[YZ0[h`\Uhž
`_`ca`d`Uf]ja`Yb]Yfh` `U`VY"

K`Y]bghY]bž`Y`hnh`+` `>\fY`U`hž`\Uh`g]W`b]W`h`g`W`i` `X][`VY`_`Ubb`hi`b`X
VY`ghfY]hY`h`X]Y`J`c`fk`0`f`ZYž`]b`XYa` `Yf`Ub[]Vhž`XUgg`U`Y`6Y[Y[bi`b[Yb
Y]bj`YfbY`a` `]W`[Yk`YgYb`gY]Yb" `B`Y`V`Y`b`X`Y`b`U`_`hi`Y`Y`Yb
5b`_`U[Ydi`b`_`hYb`a`i`gg`Yf`g]W`Ui`W`J`c`fk`0`f`ZYb`j`cb`nk`Y]`k`Y]hYfYb
:`fUi`Ybž`A`ja`]`<`U`Y`mi`b`X`?`U`U`G`c`_`c`Už`ghY`Yb" `K`À`\fYb`X`X]Y`đ`fm
Ui`g`g]Y`V`Y`b`:`fUi`Yb`i`b`X`Z0b`Z`A`À`bb`Y`fb`V`Y`ghY`\`hž`\`Uh`g]Y`]b`X`Y`b
`Y`hnhYb`HU[Yb`XYf`6YfUhi`b[Yb`]a`a`Yf`k`]Y`XYf`i`a` `9]b`V`]W`_`]b
Y`Y`_`h`f`c`b]g`W`Y`6Yk`Y]ga`]hY` `[Y`V`Y`h`Y`b" `8]Y`g`Y`k`i`f`X`Y`b`]b`Y]b`Ya
[YgcbXYfhYb`J`YfZU`fYb`[Ydf0Zh"

8]Y`[YgY`g`W`XUZh`]W`X`Y`F`Y`Y`j`Ubn`j`cb GYI`i`U`XY`]`_`hYb

8Yf`:`U`K`Y]bghY]b`k`]f`Zh`b]W`h`bi`f`:`fU[Yb`ni`gY]bYf`d`Yfg0b`]W`Yb
G`W`i` `X`Ui`Zž`gcbXYfb`gd]Y[Y`h`Ui`W`X]Y`h]Y`ZYfY`D`fc`V`Ya`Uh]`_`ja

l a [Ub['a]h'GYI i U`XY`]_hYb`k]XYf"GYI i U`XY`]_hY`k]Y
 J Yf[Yk U`h][i b[ž'gYI i Y`Y`B`Òh][i b['i bX`A]ggVfUi W` [Y`hYb`U`g
 VYgcbXYfg`j YfUVgW`Yi i b[gk ØfX][']b`XYf'; YgY`gW`UZh" `đ
 8Yi hgW`UbX`]gh`X]Y`NU\`YfZUgghYf`GYI i U`j YfVfYW`Yb`]b`XYb
 j Yf[Ub[YbYb` `U\`fYb` [Ygh]Y [Ybž'i bX`&\$&(`k i fXY`Y)b`bYi Yf
 < ÒW`ghghUbX`j cb`fi bX`%&, "\$\$\$` : À`Yb`YffY]W`h"l bhYfgi W`i b[Yb
 nY][Ybž`XUgg`- %`DfcnYbh`XYf`C`dZYf`j cb`GYI i U`ghfUZhUhYb`k Y]V`]W`
 g]bXž`VY]`J Yf[Yk U`h][i b[Yb`gc[Uf`fi bX`- (`DfcnYbh"

8]Yg`j YfXYi h`]W`hž`XUgg`X]Y`5i gY]bUbXYfgYhni b['a]h
 GYI i U`XY`]_hYb`b]W`h`bi f`f`f]gh]gW`ž`gcbXYfb`Ui W` [YgY`gW`UZh]W`
 j cb`FY`Yj Ubni`gh" <`Ài Z[`gW`Yi Yb`g]W` `C`dZYfž`HUhYb`Ubni nY][Ybž
 Ui g`5b[gh]j cf`GW`i `Xni k Y]gi b[Yb`cXYf`hfUi a Uh]gW`Yb
 9f]bbYfi b[Yb" `9g`]gh`Y]bY` [YgUa h[YgY`gW`UZh]W`Y`5i Z[UVYž`X]Y
 8Yb_a i ghYfž`X]Y`gc`W`Yb`, VYf[f]ZZYb`ni [fi bXY`]Y [Ybž`ni
 \]bhYfZfU [Yb`i bX`ni `VY_`Aa` dZYb" `8Yf` : U` `K Y]bghY]b`hfÀ [h`gca]h
 b]W`h`bi f`ni `Y]bYf`fYW`h]W`Yb`?`Àfi b[`VY]ž`gcbXYfb`Ui W`ni
 Y]bYa `bchk YbX][Yb`K UbXY`]a `l a [Ub['a]h'gYI i Y`Y`f'; Yk U`h"

8Yf`DfcnYggž`XYf`j cb`Y]bYa `6Yfi Ž b[g[Yf]W`h`Ui Z[fi bX`j cb
 J YfZU\`fYbgZY\`Yfb`bYi `Ui Z[Yfc` `hk i fXYž`V`Y]Vh`Y]b`nYbhfU`Yg
 H\Ya U`]b`XYf`8]g_i gg]cb`ØVYf`gYI i Y`Y`, VYf[f]ZZY`i bX`XYb
 GW`i hn`j cb`C`dZYfb`]b`i bgYfYf'; YgY`gW`UZh"

K Y]hYfY` `đZcfa Uh]cbYb`ni `XYb` <]bhYf[fØbXYb`i bX`9bhk]W`_i b[Yb
]a ` : U` `K Y]bghY]b`Z]bXYb`G]Y`]b`XYb`6Yf]W`hYb`j cb`GØXXYi hgW`Y
 NY]hi b[`i bX`5D`BYk`g": Øf`Y]bYb`k Y]hYfYb`?cbhYI h`ØVYf`XYb
 5bgh]Y [`j cb`GYI i U`XY`]_hYb`]b`8Yi hgW`UbX`k YfZYb`G]Y`Y]bYb
 6`]W`_Ui Z`GhUh]ghU"

8YhU]`g	
J c fZU`	GYI i U`XY`]_hY
C fh	BYk `Mcf_ž`l G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgW`Y"XY • UdbYk`g`W`a • XY"ghUh]ghU"W`a

6Ygi W\Yb 'G]Y 'i bg 'Ui Z. 'b!U["bYh